

DISCOVERING & PUTTING OUR STRENGTHS TO WORK

*2015 Mayor/City Council Retreat
Orem, Utah*

What is Strengthfinder?

Strengthfinder is a tool to seek out your dominant strengths and a program to focus on capitalizing on these strengths.

Two books:

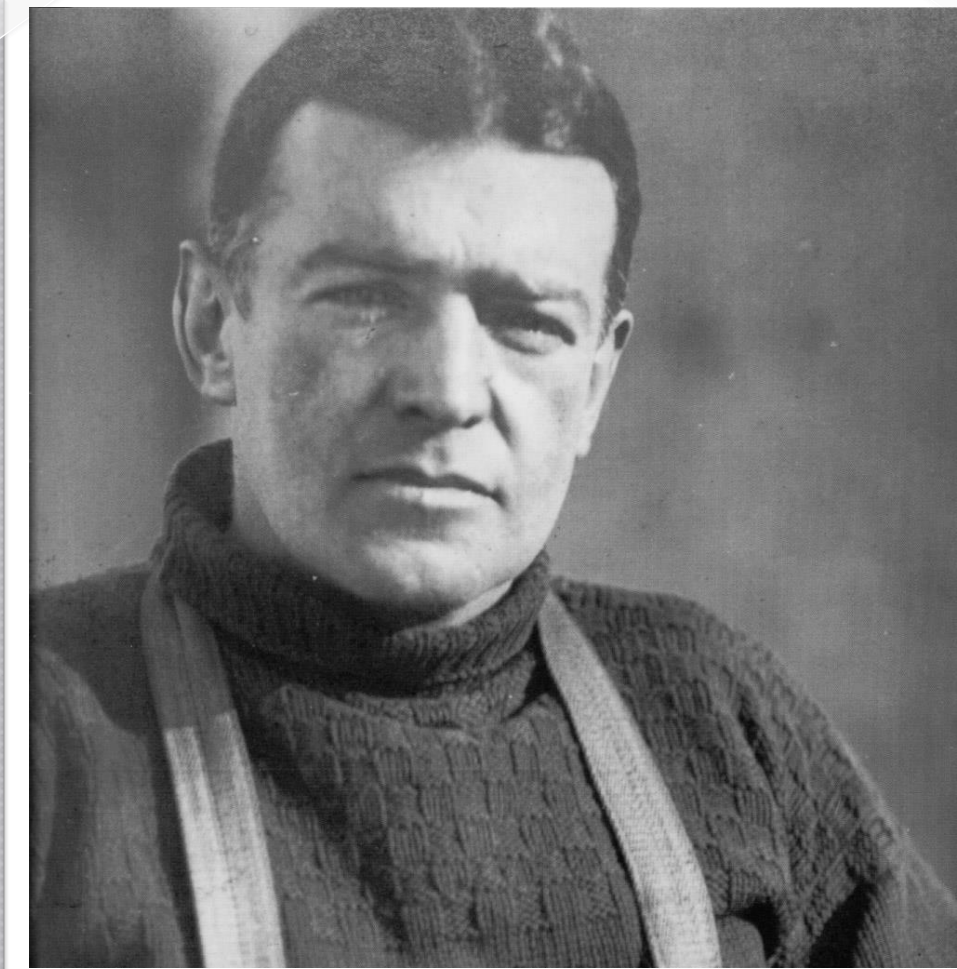
- *Now, Discover Your Strengths*
- *StrengthsFinder 2.0*

What is a strength?

Consistent,
near perfect
performance in
an activity



**What is his
strength?**



**What was
his strength?**



Conventional wisdom...

tells us that we learn from our mistakes.

The strength movement says that all we learn from mistakes are the characteristics of mistakes.

If we want to learn about our successes, we must study success.

Putting the Themes to Work

- We need to learn how to take advantage of staff and their respective strengths ... reshaping jobs around our themes; thereby making our jobs play to our strengths.
- Making the *best* of our jobs = making the *most* of our jobs.
- Establish a new framework for work
 - Pinpoint what invigorates & what depletes staff

Strengths...

- Strengthfinder gives you themes... not strengths; helps you discern strengths
- Strengths are the things you do consistently & near perfectly
- Recipe for Strength:
 - *Talents (natural way of thinking, feeling or behaving)*
 - *Investment (time spent practicing, developing your skills, and building your knowledge base)*
 - *Strength (the ability to consistently provide near-perfect performance)*

$$\text{Talent} \times \text{Investment} = \text{Strength}$$



Questions...

- Why focus on these themes?
- Is there significance to the order?
- Will I become too narrow if I focus on just my signature themes?
- Are there any obstacles to building my strengths?



StrengthsFinder 2.0

Reactions?

- First Reactions? Agree/Disagree?
Surprises?
- Which themes fit you best?
- Which themes hold the strengths you use most?
- How does each theme help you in your work role?
- Which themes do you most want to develop?



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Reactions, continued

- Do you see this theme in me?
Provide an example...
- What surprises you?
- Which of the five themes do you notice most in me?
- Are there any additional themes of talent that you see in me?



QUESTIONS?

COMMENTS?